

**Attachment J37 – State of Maryland,**  
**Department of Labor Wage Determination**  
**No.: 1994-2247**

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**WAGE DETERMINATION NO: 94-2247 REV (16) AREA: MD,BALTIMORE**


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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2247

Revision No.: 16

Date Of Last Revision: 06/04/2000

State: **Maryland**
Area: **Maryland** Counties of Anne Arundel, **Baltimore**, **Baltimore** City, Carroll,  
Harford, Howard

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	18.12
School Crossing Guard (Crosswalk Attendant)	7.29
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.95
Accounting Clerk II	10.32
Accounting Clerk III	11.62
Accounting Clerk IV	14.78
Court Reporter	12.32
Dispatcher, Motor Vehicle	12.32
Document Preparation Clerk	10.11
Duplicating Machine Operator	10.11
Film/Tape Librarian	11.22
General Clerk I	7.17
General Clerk II	8.77
General Clerk III	10.11
General Clerk IV	11.16
Housing Referral Assistant	13.40
Key Entry Operator I	8.63
Key Entry Operator II	10.64
Messenger (Courier)	7.17
Order Clerk I	10.28
Order Clerk II	11.42
Personnel Assistant (Employment) I	10.12
Personnel Assistant (Employment) II	11.36
Personnel Assistant (Employment) III	13.12
Personnel Assistant (Employment) IV	14.60
Production Control Clerk	13.40
Rental Clerk	11.22
Scheduler, Maintenance	11.22
Secretary I	11.22
Secretary II	12.32
Secretary III	13.40
Secretary IV	14.66
Secretary V	16.28
Service Order Dispatcher	11.22

Stenographer I	12.77
Stenographer II	14.31
Supply Technician	14.66
Survey Worker (Interviewer)	12.32
Switchboard Operator-Receptionist	9.26
Test Examiner	12.32
Test Proctor	12.32
Travel Clerk I	8.58
Travel Clerk II	9.42
Travel Clerk III	10.40
Word Processor I	10.54
Word Processor II	12.53
Word Processor III	13.24
Automatic Data Processing Occupations	
Computer Data Librarian	10.58
Computer Operator I	10.58
Computer Operator II	12.17
Computer Operator III	15.66
Computer Operator IV	16.73
Computer Operator V	17.28
Computer Programmer I (1)	14.58
Computer Programmer II (1)	16.86
Computer Programmer III (1)	20.23
Computer Programmer IV (1)	21.19
Computer Systems Analyst I (1)	20.08
Computer Systems Analyst II (1)	22.68
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.58
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.58
Automotive Glass Installer	15.42
Automotive Worker	15.42
Electrician, Automotive	16.58
Mobile Equipment Service	14.25
Motor Equipment Metal Mechanic	16.58
Motor Equipment Metal Worker	15.42
Motor Vehicle Mechanic	16.58
Motor Vehicle Mechanic Helper	13.66
Motor Vehicle Upholstery Worker	15.42
Motor Vehicle Wrecker	15.42
Painter, Automotive	15.95
Radiator Repair Specialist	15.42
Tire Repairer	13.77
Transmission Repair Specialist	16.58
Food Preparation and Service Occupations	
Baker	9.39
Cook I	8.66
Cook II	9.39
Dishwasher	7.29
Food Service Worker	7.29
Meat Cutter	9.39
Waiter/Waitress	7.65
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.95
Furniture Handler	13.31
Furniture Refinisher	15.95
Furniture Refinisher Helper	13.66
Furniture Repairer, Minor	14.81
Upholsterer	15.95
General Services and Support Occupations	
Cleaner, Vehicles	7.29
Elevator Operator	7.29
Gardener	8.66
House Keeping Aid I	6.92

House Keeping Aid II	7.29
Janitor	7.29
Laborer, Grounds Maintenance	7.65
Maid or Houseman	6.92
Pest Controller	9.04
Refuse Collector	7.29
Tractor Operator	8.33
Window Cleaner	7.70
Health Occupations	
Dental Assistant	11.17
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.17
Licensed Practical Nurse I	12.12
Licensed Practical Nurse II	13.61
Licensed Practical Nurse III	15.00
Medical Assistant	9.98
Medical Laboratory Technician	9.98
Medical Record Clerk	9.98
Medical Record Technician	13.83
Nursing Assistant I	7.25
Nursing Assistant II	8.15
Nursing Assistant III	8.89
Nursing Assistant IV	9.98
Pharmacy Technician	12.45
Phlebotomist	9.98
Registered Nurse I	16.58
Registered Nurse II	18.72
Registered Nurse II, Specialist	18.72
Registered Nurse III	23.61
Registered Nurse III, Anesthetist	23.61
Registered Nurse IV	25.56
Information and Arts Occupations	
Audiovisual Librarian	17.52
Exhibits Specialist I	16.00
Exhibits Specialist II	19.35
Exhibits Specialist III	20.77
Illustrator I	16.00
Illustrator II	19.35
Illustrator III	20.77
Librarian	16.28
Library Technician	14.06
Photographer I	12.88
Photographer II	16.00
Photographer III	19.35
Photographer IV	20.77
Photographer V	25.12
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.35
Counter Attendant	6.35
Dry Cleaner	8.44
Finisher, Flatwork, Machine	6.35
Presser, Hand	6.35
Presser, Machine, Drycleaning	6.35
Presser, Machine, Shirts	6.35
Presser, Machine, Wearing Apparel, Laundry	6.35
Sewing Machine Operator	9.21
Tailor	9.97
Washer, Machine	6.99
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.95
Tool and Die Maker	19.56
Material Handling and Packing Occupations	
Forklift Operator	12.81
Fuel Distribution System Operator	14.42
Material Coordinator	14.42

Material Expediter	14.42
Material Handling Laborer	11.56
Order Filler	11.90
Production Line Worker (Food Processing)	13.14
Shipping Packer	11.64
Shipping/Receiving Clerk	11.64
Stock Clerk (Shelf Stocker; Store Worker II)	13.38
Store Worker I	11.61
Tools and Parts Attendant	13.31
Warehouse Specialist	13.14
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.58
Aircraft Mechanic Helper	13.66
Aircraft Quality Control Inspector	17.12
Aircraft Servicer	14.81
Aircraft Worker	15.42
Appliance Mechanic	15.95
Bicycle Repairer	13.77
Cable Splicer	16.58
Carpenter, Maintenance	15.95
Carpet Layer	15.42
Electrician, Maintenance	17.10
Electronics Technician, Maintenance I	15.42
Electronics Technician, Maintenance II	18.59
Electronics Technician, Maintenance III	19.28
Fabric Worker	14.81
Fire Alarm System Mechanic	16.58
Fire Extinguisher Repairer	14.25
Fuel Distribution System Mechanic	16.58
General Maintenance Worker	15.42
Heating, Refrigeration and Air Conditioning Mechanic	16.58
Heavy Equipment Mechanic	16.58
Heavy Equipment Operator	17.08
Instrument Mechanic	16.58
Laborer	11.25
Locksmith	15.95
Machinery Maintenance Mechanic	16.58
Machinist, Maintenance	16.58
Maintenance Trades Helper	13.66
Millwright	16.58
Office Appliance Repairer	15.95
Painter, Aircraft	15.95
Painter, Maintenance	15.95
Pipefitter, Maintenance	18.00
Plumber, Maintenance	15.95
Pneudraulic Systems Mechanic	16.58
Rigger	16.58
Scale Mechanic	15.42
Sheet-Metal Worker, Maintenance	16.58
Small Engine Mechanic	15.42
Telecommunication Mechanic I	15.42
Telecommunication Mechanic II	17.12
Telephone Lineman	16.58
Welder, Combination, Maintenance	16.58
Well Driller	16.58
Woodcraft Worker	16.58
Woodworker	14.98
Miscellaneous Occupations	
Animal Caretaker	7.98
Carnival Equipment Operator	8.33
Carnival Equipment Repairer	8.66
Carnival Worker	7.29
Desk Clerk	7.17
Embalmer	18.12

Lifeguard	6.40
Park Attendant (Aide)	8.03
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.40
Recreation Specialist	14.42
Recycling Worker	8.33
Sales Clerk	6.40
Sport Official	6.40
Survey Party Chief (Chief of Party)	10.64
Surveying Aide	5.86
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.95
Swimming Pool Operator	9.39
Vending Machine Attendant	8.33
Vending Machine Repairer	9.39
Vending Machine Repairer Helper	8.33
Personal Needs Occupations	
Child Care Attendant	6.24
Child Care Center Clerk	8.95
Chore Aid	6.92
Homemaker	8.64
Plant and System Operation Occupations	
Boiler Tender	16.58
Sewage Plant Operator	15.95
Stationary Engineer	16.58
Ventilation Equipment Tender	13.66
Water Treatment Plant Operator	15.95
Protective Service Occupations	
Alarm Monitor	11.14
Corrections Officer	15.29
Court Security Officer	15.29
Detention Officer	15.29
Firefighter	14.89
Guard I	7.69
Guard II	11.14
Police Officer I	17.06
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.81
Hatch Tender	14.81
Line Handler	14.81
Stevedore I	14.26
Stevedore II	15.36
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.18
Air Traffic Control Specialist, Station (2)	18.35
Air Traffic Control Specialist, Terminal (2)	20.21
Archeological Technician I	13.97
Archeological Technician II	15.64
Archeological Technician III	19.35
Cartographic Technician	19.35
Cashier	7.20
Civil Engineering Technician	19.35
Computer Based Training (CBT) Specialist/ Instructor	20.08
Drafter I	10.54
Drafter II	12.88
Drafter III	16.00
Drafter IV	19.35
Engineering Technician I	12.25
Engineering Technician II	13.78
Engineering Technician III	15.42
Engineering Technician IV	18.68
Engineering Technician V	21.32
Engineering Technician VI	24.00
Environmental Technician	17.52
Flight Simulator/Instructor (Pilot)	22.68
Graphic Artist	20.08

Instructor	20.08
Laboratory Technician	15.66
Mathematical Technician	18.68
Paralegal/Legal Assistant I	13.26
Paralegal/Legal Assistant II	14.66
Paralegal/Legal Assistant III	17.93
Paralegal/Legal Assistant IV	21.69
Photooptics Technician	18.68
Technical Writer	21.19
Unexploded (UXO) Safety Escort	16.02
Unexploded (UXO) Sweep Personnel	16.02
Unexploded Ordnance (UXO) Technician I	16.02
Unexploded Ordnance (UXO) Technician II	20.47
Unexploded Ordnance (UXO) Technician III	24.53
Weather Observer, Combined Upper Air and Surface Programs (3)	15.66
Weather Observer, Senior (3)	17.41
Weather Observer, Upper Air (3)	15.66
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.38
Parking and Lot Attendant	10.80
Shuttle Bus Driver	12.84
Taxi Driver	10.05
Truckdriver, Heavy Truck	15.87
Truckdriver, Light Truck	12.84
Truckdriver, Medium Truck	13.38
Truckdriver, Tractor-Trailer	15.87

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance

with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer. REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.



6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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